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P91-17

ONTARIO PUBLIC SCHOOL BOARDS' ASSOCIATION

BRIEF ON

1992 TRANSFER PAYMENTS: A COMMITMENT TO EDUCATION

October, 1991

OPSBA BRIEF ON 1992 TRANSFER PAYMENTS:

A COMMITMENT TO EDUCATION

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DRAFT

THE 1992 TRANSFER PAYMENTS: A COMMITMENT TO EDUCATION

I. INTRODUCTION

The present and the past Provincial governments have faced the challenges of implementing election promises, in this case the promise for a return to sixty percent Provincial funding of elementary and secondary education. This government is equally challenged by the task of ensuring a solid financial base for our education system, while also providing property tax relief.

The Provincial government's decision-making processes regarding its transfers to the public sector; school boards, municipalities, hospitals, colleges and universities has become the yearly test of the sixty percent promise. Payments to school boards increased by a total of 8.1 percent in 1991 (as adjusted upward in the fall of 1991). At the time of the announcement last February, the Treasurer of Ontario stated:

> "We are aware that this transfer level is not likely to significantly change the rate of provincial support to education at this time. The money simply is not there. However, the Government remains committed to investing in education and recognizes the funding pressures that school boards are now facing. Consensus is needed with respect to the investment required to ideal funding levels and the Government will begin consultations to achieve that objective shortly."

In February 1991 the Treasurer of Ontario stated that the money was not there to enable the government to move towards a significant increase in Provincial support to education. The fall of 1991 has not brought an improvement to the economic climate. Both the Premier and the Treasurer of Ontario have been explicit in their comments to the public sector, regarding any "unrealistic" expectations for the announcement of the 1992 transfer payments to local governments and boards.

On October 2, 1991 the Treasurer of Ontario delivered a message about mid-year adjustments and provincial program cuts in an effort to adjust the Provincial budget in light of declining provincial revenues and increasing welfare costs. It appears that the stage has been set for "modest" expectations.

However, the Provincial government is a partner in the deliver of many essential programs and services, such as education. The Ontario Public School Boards' Association knows that education is a necessary service that must not be undermined through lack of financial support. That is not to say that locally elected school boards are not aware of their responsibilities and the economic realities. Public school boards are also very much aware of the impact of passing on the costs of Provincial under-funding to an already over-extended property tax base.

Over the past few years the provincial government has introduced new programs and improvements to our education system, in response to public pressure without providing the accompanying financial support. The result has been double digit education mill rate increases as the costs have been downloaded to the property tax base. There has been a cumulative effect of rising tax increases, and public school trustees realize the political repercussions of a continuation of this trend. In this period school boards have acted responsibly and budgets have already been streamlined. The frills have been eliminated. The remaining options are cut-backs in education programs.

It is time instead for governments at all levels to act with fiscal caution and responsibility to our citizens. Education is a basic service that cannot be denied. OPSBA therefore regards the current economic climate as a time to strengthen the provincial/local education partnership. We are presented with opportunities and challenges. The public school boards of Ontario are ready to work with the Provincial government in meeting these challenges.

The Ontario Public School Boards' Association, on behalf of the public boards across this province, believes that public education must be a government priority. Our objectives are:

1) **to urge the Provincial government to recognize the funding pressures of local school boards, and ensure adequate transfers for 1992**

2) **to promote a broader understanding of our education system as a fundamental social institution and public investment**

II. EDUCATION AS A PUBLIC INVESTMENT

This September Premier Bob Rae revealed the provincial government's proposals regarding the Constitutional debate:
"Any economic union involving Ontario must provide guarantees that all partners will have similar social programs providing basic services to their citizens." (Globe and Mail, September 24, 1991).

The Premier's office has released a discussion paper, A Canadian Social Charter: Making our Shared Values Stronger which recommends that "some of the country's most important achievements like medicare and universal education, can be protected and guaranteed."

The Provincial government believes basic social programs should be guaranteed in the future federal-provincial relationship.
The Discussion Paper states that:

> "-- equalization is a method of financing government programs and services so as to equalize the ability of provincial governments to meet national standards. -- But it is more than that. It is an expression of a national commitment to fairness, to the equal treatment of Canadians wherever they live. And Ontarions believe that the concept of fairness must guide the actions of all governments at all times."

(A Canadian Social Charter: Making our Shared Values Stronger)

Does this then mean that this government also believes that basic provincial-local social programs such as our public education system, should also be a guaranteed service? One can only conclude that the Provincial government supports the same concepts for the provincial-local relationship, to preserve the integrity of the education system in this Province. The Provincial government has an obligation to ensure adequate provincial support to the elementary and secondary education system.

The growing demands on our education system have been well-documented. The Premier's Council report of 1990, People and Skills in the New Global Economy stated that:

> "Schools are complex, social institutions that shape the knowledge, skills, behaviour and values of future generations." --- As society changes so to do our schools. Mirroring society's ever-shifting structures and values, our schools have undergone some fundamental changes. Almost daily schools are confronting and responding to a host of new problems and challenges, ranging from families in crisis to a burgeoning immigrant and refugee population to alcohol and drug abuse. In keeping pace, the schools have had to offer many additional services that go well beyond providing an education. While fulfilling these numerous and growing expectations, the schools are required and expected to provide a sound educational foundation in a range of subjects."

OPSBA urges the government to recognize the social pressures that are adding to the traditional "mandate" of school boards. We were pleased to note that the 1991-92 Provincial budget document referenced this by stating that "public investment in human capital, such as spending on education and training that increases the skills and adaptability of the workforce, also makes a contribution to long-term economic and social development." (Budget Paper D, Ontario Capital Fund)

Public school boards of this province have illustrated that they are sensitive to community needs. It will be difficult for school boards to meet the challenges ahead, if grants are severely reduced.

III. EDUCATION AND ECONOMIC RESTRUCTURING

On September 22, the Premier Bob Rae stated in the Legislature that "renewing our economy must be the central focus of our work as a province." He went on to state that "Canada's economy dramatically under-invests in training, research and development."

The public education system should be the first step in any economic restructuring plan. Our youth must be prepared for participation in the workforce of the future. School boards have demonstrated that they are ready to explore the potential for a common perspective on what knowledge and skills students need for participation in our changing workforce, and how the education system can provide these skills. Public school boards support the common goal of building for the future. In partnership with the Provincial government, school boards have demonstrated that they are willing to continue working towards an education system that emphasizes broad socially interactive learning, to provide all students with a range of experiences and adaptable skills.

It is recognized that basic skills training programs will be necessary in any future adjustments within our workforce. School boards do have a role to play in assisting the government, but only if the financial assistance is provided to enable participation.

School boards already have the community responsibility for the delivery of education programs, that is the successful completion of an Ontario Secondary School Diploma (and OAC). The government should give some thought to utilizing the education partnership and to providing support in this area. This cannot be achieved unless the government were to consider allocating funds to skills development and training. These program dollars (from the Ministry of Colleges and Universities) must be available to school boards <u>in addition to</u> an adequate level of support in the General Legislative Grant Program.

OPSBA believes that the first level of investment in the economic restructuring of this Province in an investment in its future workforce, the students. Our education system must have adequate Provincial support, to do its job adequately.

IV. THE 1991 TRANSFER PAYMENTS AND PUBLIC SCHOOL BOARD BUDGETS

In March 1991 the Minister of Education announced the General Legislative Grants for this year. The Minister in her press release made some political statements regarding the need for school boards to limit mill rate increases. "Current economic realities however, demand that government at all levels act with fiscal caution and responsibility. Accordingly for the period from September to December 1991 the increase in the basic per pupil amount will be limited to five percent. I would ask that school boards plan their budgets and expenditures accordingly, so as to minimize the impact on the property taxpayer."

The Ministry of Education in the GLG background material warned:

> "Each Board will have to make budget decisions based on its own priorities. Ontario's school boards serve a great diversity of communities each with its own needs. The locally elected trustees will have to evaluate these needs as well as consider their community's willingness to pay for the education programs and services."

OPSBA surveyed its membership to assess how public school boards were coping with a 8.1 percent increase (global) in transfer payments. Did this increase assist in lowering education tax increases? What other trade-offs were necessary, and at what cost to the community and to the students? Appendix A contains more complete information.

TABLE 1: 1991 PUBLIC SCHOOL BOARD BUDGETS
* survey sample of 70 public school boards
* includes capital and operating budgets

average budget increase: (over 1990)	10.06%
average mill rate increase:	5.8 %
average assessment change:	2.3 %
average enrolment change:	.77%

It should be stressed that within the averages, there was a considerable range of circumstances. Some explanation of the above statistics is necessary. There is a complex inter-relationship between school board expenditure increases, mill rate increases, assessment and enrolment changes. Of the seventy public school boards surveyed, most had expenditure increases well above the inflation level, averaging ten percent province-wide. This is total budget change for 1991, including operating and capital. The inclusion of capital inflated the rate of increase as public school boards across the province increased their budgets to take full advantage of the governments Anti-Recession Capital Fund. As well operating expenses were tied into collective bargaining agreements ranging between five to 7.3 % for secondary and elementary teachers for this time period.

Mill rates increased by approximately 5.83 percent across the Province. Over half of the seventy responding public school boards had mill rate increases ranging from 5 - 15 %.

Table 1 also illustrates that the public school boards had an average assessment growth of only 2.31 percent. Many boards reported a significant decrease in assessment due to economic conditions.

The OPSBA report also looks at the geographical distribution of grants. The data reveals that the combination of assessment and enrolment loss for public boards in northern Ontario has made the 1991 budgeting process very difficult. The analysis of the GLG distribution points out that provincial grants have not adequately compensated these northern Ontario boards for their revenue loss.

There are some conclusions to be drawn from the OPSBA survey of public board's budgeting processes:

- public school board expenditures increased to meet the costs of labour settlements, mandated programs, and the local contribution of the Anti-Recession capital funding
- mill rates increased above the rate of inflation
- provincial transfers provided some assistance in 1991

Factors cited as contributing to budget increases in 1991:

- pay equity
- the local contribution to the Anti-Recession Capital Grant
- capital funding: maintenance
- computers and technological equipment
- CPI, UIC changes
- Pupil/teacher ratio in the primary grades
- employment equity
- ESL
- GST
- environmental/occupational health and safety regulations

OPSBA can respond to the Minister of Education's statement regarding fiscal caution and responsibility. Public school boards have consciously made an effort to streamline operations, reduce expenditures in areas where this can be done. (However, it must be recognized that much of the school board's budget is tied into teachers salaries and therefore determined by the collective bargaining process. More will be said about this later.) With a reasonable increase in transfer payments last year, double digit property tax increases were an exception.

Public school boards still had to adopt cost cutting measures. Some boards indicated that they made a policy decision to increase the local mill rate by no more than 6 %. To accomplish this they:

- depleted their reserve funds
- deferred much needed capital programs
- made significant cuts in capital maintenance budgets
- cut discretionary programs
- flat-lined programs and new curriculum
- flat-lined professional development budgets

The 1991 increase in transfer payments to elementary and secondary education did not enhance the quality of the public education system in this Province. One can only conclude that anything less than this for 1992 will further erode the ability of public school boards to deliver basic educational programs.

V. THE 1992 TRANSFER PAYMENTS TO EDUCATION: WHAT IS NECESSARY?

1) Collective Bargaining and Education Costs

Public school trustees are aware that the collective bargaining process determines the most significant component of the school board budget - 80 percent or more. Therefore all boards recognize that the most significant portion of their budget is determined by labour settlements, with little flexibility to adjust expenditures elsewhere.

The Ministry of Education acknowledged this in the 1991 General Legislative Grant announcement last March, when the former Minister Marion Boyd tied five percent of the increase of the basic per pupil grant to instructional and other salaries as a target for negotiations. On October 2, 1991 the Chairman of Management Board in the government's "Mid-Year Spending Adjustment Plan" noted the need for labour to be aware of the fiscal realities:

> "We spend 45 percent of the provincial budget or almost $24 billion dollars on salaries and benefits for government employees and people such as - teachers hospital workers, municipal workers, -- who work in the broader public sector. Each one percent average increase in combined Ontario Public Service and broader public sector wages costs the provincial taxpayers almost one-quarter of a billion dollars."

At a meeting with the education "stakeholders" in October, the Minister of Education stated that it was recognized salaries were a sizeable portion of school board budgets, and that many boards were in the midst of two year agreements with salary commitments ranging from 5 - 8%. In fact most public school boards have already committed sixty percent of the 1992 budget to instructional salaries.

OPSBA's salary data verifies this.

TABLE 2: OPSBA COLLECTIVE AGREEMENT DATA

57 collective agreements expire in August 1992
(27 elementary and 30 secondary)

average increase:			
elementary:	6.08 %		
secondary:	6.03 %		
range:			
elementary:	5.	-	7.3 %
secondary:	5.	-	7.3 %

(for further information refer to Appendix B)

The above increases are low and relate to salaries only. They do not include increments resulting from additional staffing, preparation time, class size, pupil/teacher ratio, etc.

OPSBA points out that many public school boards have completed two -year negotiations for collective agreements which end in August 1993, at an increase of 5 percent or more.

This means that a significant number of public school boards will require a 5 to 7.3 percent increase for the most significant portion of their budgets, instructional salaries. A two or three percent increase in transfer payments to education will result in program cuts and layoffs. The losers in this scenario will be the students. The only other alternative would be double digit education mill rate increases for 1992.

2) Cost of Mandatory Programs

School board costs are escalating due to the costs of delivering mandatory programs. Over the years the trend has been to announce improvements to our education system, provide some "incentive" funding, with the bulk of the costs assumed not through the provincial grant process but by the property tax base. Why have government grants funded only a portion of the actual costs of new program delivery? One answer is obvious. The current Ministry financial reporting requirements do not provide a way to assess the actual costs of individual boards or to school boards collectively for the delivery of such programs as special education, junior and senior kindergarten (mandatory by 1994), and new curriculum.

The October re-adjustment of the Provincial Budget by the Treasurer took away $50 million of unused incentive funding for the implementation of junior and senior kindergarten. Why was this not taken up by school boards? Many public school board did not apply for the funding as they did not have the space for the program.

The Capital Grant Program has not kept pace with need for new pupils spaces, the need for rehabilitation of aging school facilities, or the need for facilities created by Ministry program announcements.

In June the government announced that all school boards will be required to integrate special education students into the regular classroom where appropriate, starting in September 1992. Special education under current circumstances is a high cost program, with only a small portion ($274 per elementary pupil and $203 for secondary pupil) recognized by the Provincial government. The actual per pupil cost for special education is three times the average per pupil cost.

Special education in the regular classroom will be even more costly, if one is to consider such factors as human resources -- new staff and staff training, capital costs for accessible classrooms, transportation, specialized equipment etc.

The Provincial government cannot announce new and costly programs and policies and also withdraw its financial support to our education system. If the government intends to proceed with the integration of special education into the regular classroom and also the implementation of junior and senior kindergarten, then the transfer payments to education must ensure that the financial burden does not result in large property tax increases.

3) Certainty

The Treasurer of Ontario as part of the province's mid-year restraint program has removed $50 million from the incentive grant program for kindergarten implementation from the General Legislative Grant Program: Category 3 program grant and from the education base. The regulations under the Education Act regarding the General Legislative Grants Program state that in the event that there is insufficient or more than sufficient funds in the program for the fiscal year, the Minister of Education may increase (or decrease the total legislative grants payable by adding the surplus to the legislative grants or by adjusting the mill rate for the ROE (recognized ordinary expenditure calculation).

Last December the Minister enhanced the per pupil grant ceiling. This year, the $50 million did not remain with education, but has been returned to the provincial consolidated revenue fund. It is unfortunate that this government did not leave this much needed allocation with education. The Ministry of Education could have applied the allocation to an adjustment of the inadequate expenditure ceiling.

4) The Economic Viability of Many Communities

Over the past few years there have been high levels of education property tax increases that have been necessary to maintain basic education services. This cannot continue in a recession environment. Now many communities have lost a significant portion of their revenue base, with plant closures, re-locations, and local businesses declaring bankruptcy. The unemployment rate in some communities in Northern Ontario is well over 50%. (Town of Atikokan). Public school boards experiencing assessment loss are faced with a "catch 22 " situation; decreases in revenue base result in automatic increases in education mill rates. Basic educational programs and services cannot be cut. The economic situation has placed new pressures on the school system: family stress with a greater need for student counselling, increased demands from ratepayers for lower taxes. The tax burden is distributed amongst fewer, causing the remaining taxpayers to pay more.

Some Northern Ontario school boards in areas without municipal jurisdiction are penalized as they do not have access to part of the property tax base, telephone and telegraph taxes. This is a legislative amendment that OPSBA has been requesting for some time.

It appears that the property assessment base has increased across the province at a much lower rate than anticipated. The Ministry of Education had predicted a decline in assessment growth in 1991 to approximately 7.8 percent, down from 11 percent in 1990. Forty-eight public school boards assessment growth for 1991 averages only 2.3 percent! In the past school boards have been able to use the growth of local revenues to make up for insufficient provincial funding. This will no longer be the case in many areas of the Province.

This revenue loss will not be completely off-set by the General Legislative Grant formula as the equalization factor is based on a blended average. School board grants will be allocated on the basis of a revenue base that some may no longer have.

OPSBA's 1991 Public School Board Budget study verified that those school boards who were experiencing assessment loss were not being adequately compensated through the education grant formulas. The existing GLG formulas are not in keeping with the realities of operating a school system in a depressed economy. The formulas also do not reflect the realities of the costs of provincially mandated programs, and the ability of some community with a low tax base to provide basic education.

VI. THE SOLUTION

The Ontario Public School Boards' Association offers its assistance to the provincial government in meeting these challenges.

A provincial commitment to education is necessary as the foundation for any economic restructuring of this Province. Adequate financing of our education system is necessary to the social well-being of our citizens.

OPSBA RECOMMENDATIONS

1. The Ontario Public School Boards Association urges the provincial government to consider the following criteria in allocating an **adequate** level of support to education in the 1992 transfer payments:

   - o already determined wage settlements
   - o enrolment growth
   - o cost of mandatory programs
   - o cost of environmental/occupational health and safety legislation
   - o compensation for pooling of commercial and industrial assessment

2. OPSBA urges the government to announce its intentions regarding the 1992 Transfer Payments to the public sector no later than mid-December. Public school boards must know the impact of all policy decisions regarding restraint, to enable their budgeting processes to proceed. OPSBA further urges the government to release the General Legislative Grant Program figures as early as possible in the new year, to facilitate school board budgeting. As a first step to assist school boards OPSBA urges the Ministries of Education and Revenue to publish the 1992 equalization factors in January 1992.

3. OPSBA recommends that the government allocate a significant portion of the operating funds to education to the basic per pupil grant of the General Legislative Grant program.

   The inadequacies of the current expenditure ceilings have been well-documented. OPSBA believes that a significant portion of the funding should be allocated to the basic per pupil grant in an attempt to rectify the gap between the expenditure ceiling and the actual per pupil costs of delivering education. This makes the equalization formula within the grant ceiling a priority. This also ensures the benefit to a maximum number of public school boards across the Province.

4. OPSBA states that if the 1992 transfers to elementary and secondary education are not at least at the 1991 level, then the provincial government must defer implementation of all new mandatory programs, such as mandatory junior and senior kindergarten and the integration of special education into the regular classroom.

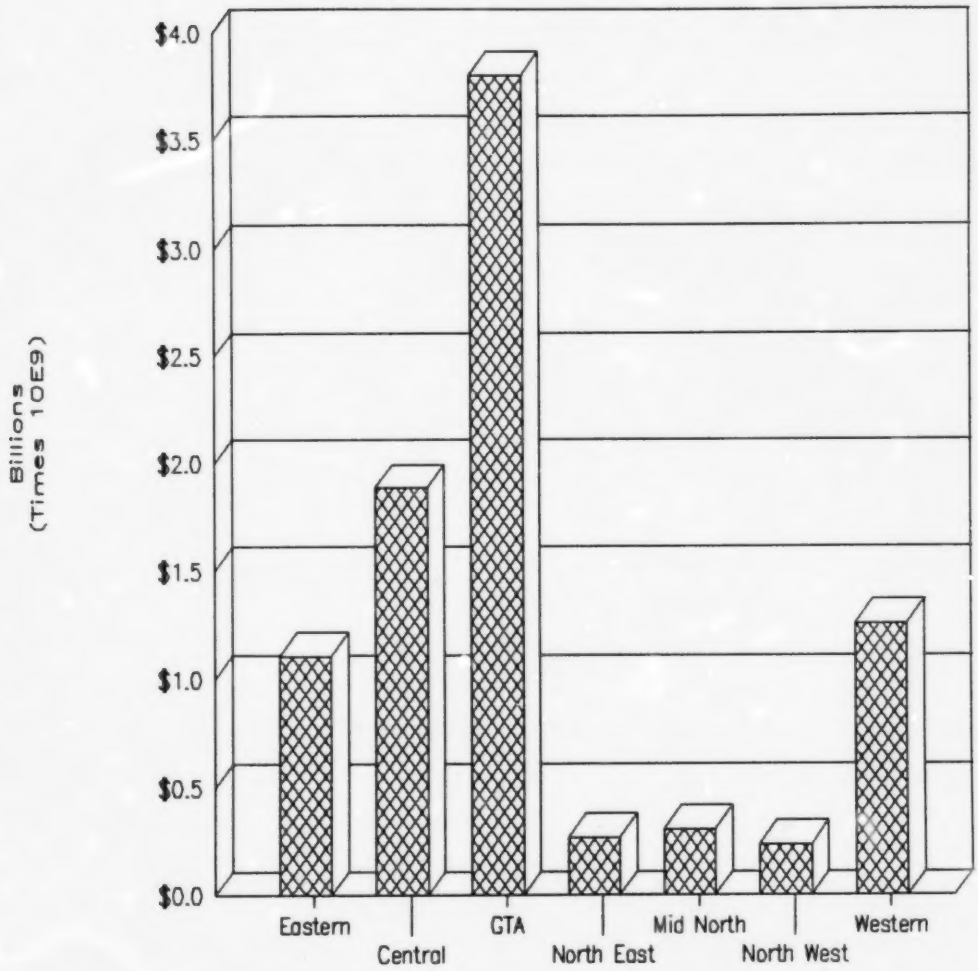
5. OPSBA urges the government to consider a new special assistance grant to school boards in economically depressed areas, such grant to be over and above the allocation of the General Legislative Grant Program. This funding would be similar to the emergency funding provided to municipalities under the Unconditional Grant Program. Assistance should be provided to those school boards that find themselves in extraordinary financial difficulties due to assessment loss due to economic downturn, excessive loss of assessment to coterminous boards due to pooling of commercial/industrial assessment or due to separate school extension, etc. OPSBA offers its assistance to the Ministry in developing criteria for the implementation of such a new program.

6. To assist all school boards in this province in providing more cost effective education, OPSBA requests that the Ministry of Education establish a public/separate/French language forum in which there can be a comprehensive examination of more creative partnerships in the delivery of education, such as joint program delivery and curriculum development, cooperative administrative services, regional facility planning, etc.

A P P E N D I X A

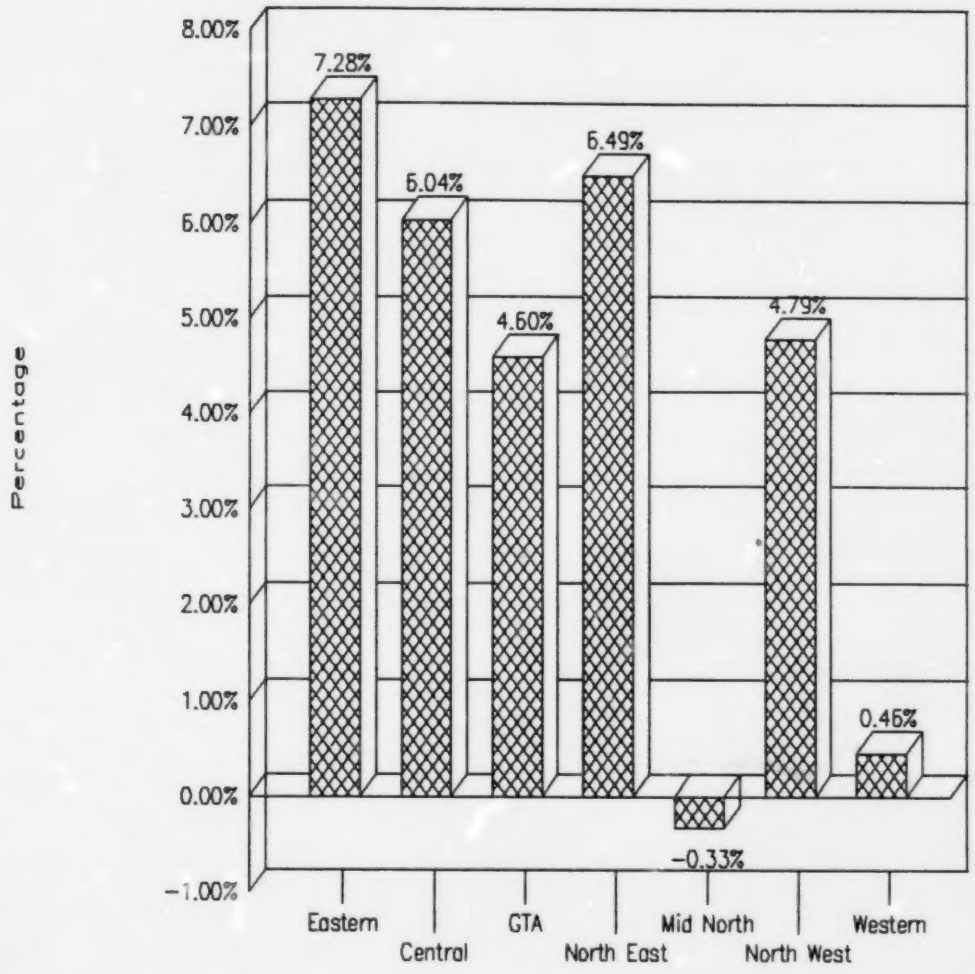
Total Public Board Expenditures

Analysis by Region



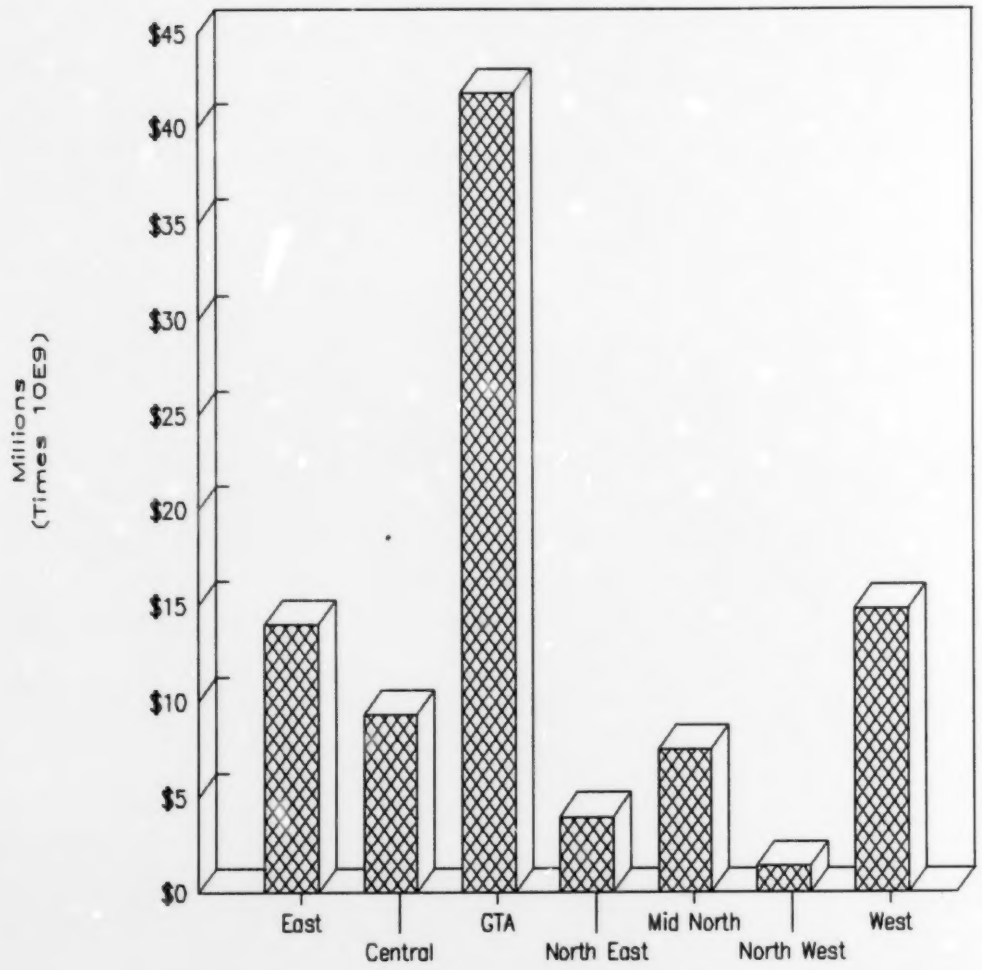
Public Board Mill Rate Increases

Analysis by Region



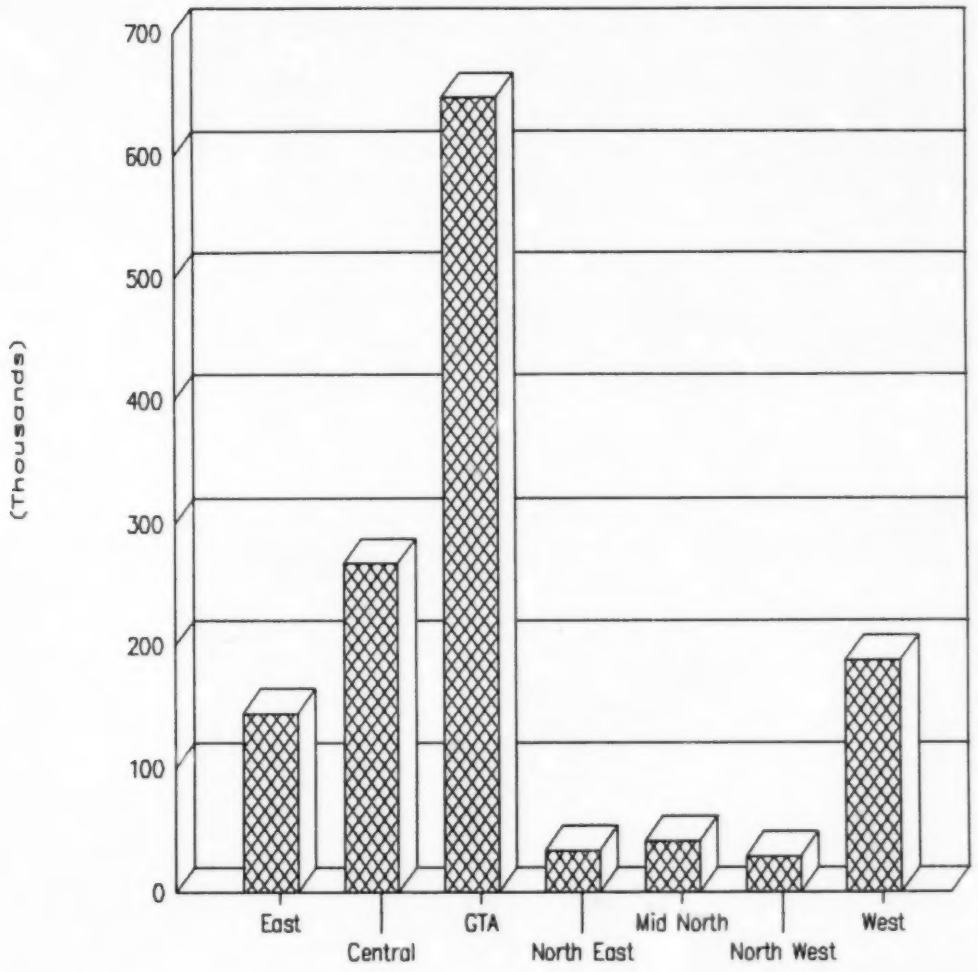
Public School Board Assessment

Distribution by Region



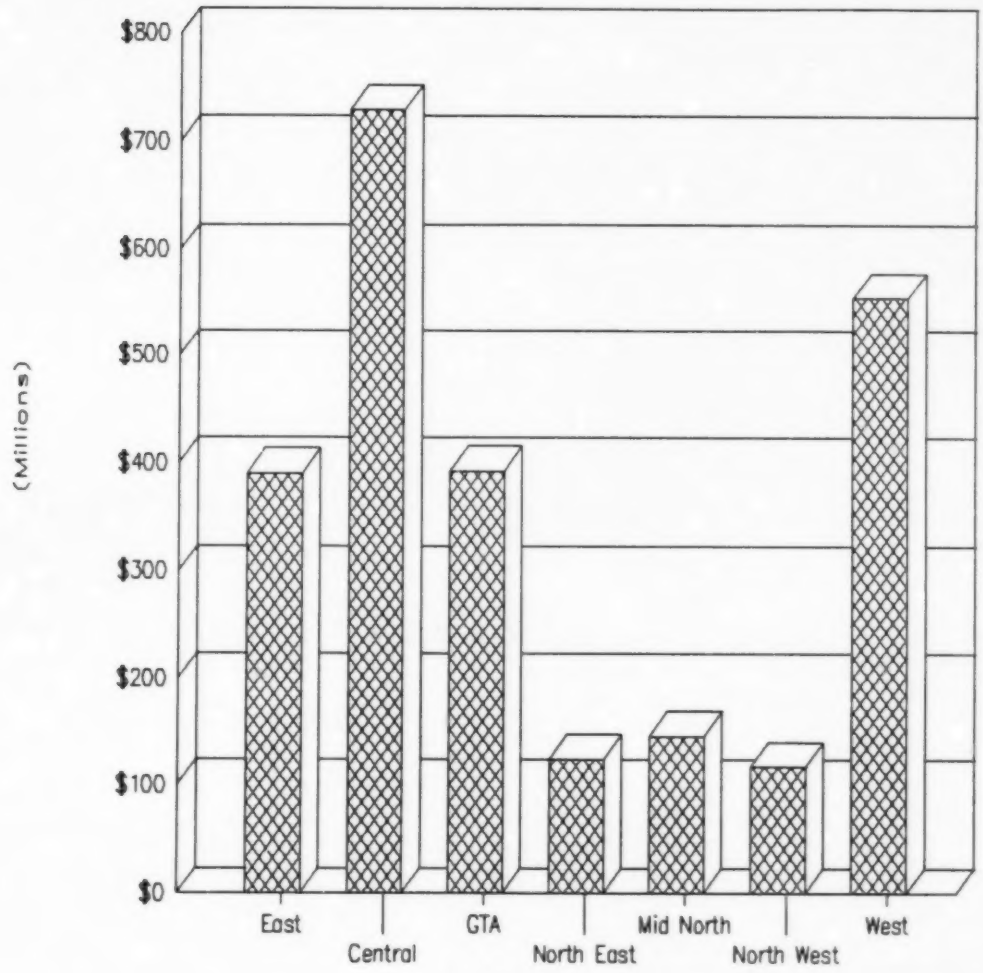
Public School Board Enrolment

1991 Distribution by Region



1991 Prov. Grants to Public Boards *

Distribution by Region



* Operating and Capital Grants

A P P E N D I X B

TEACHER/BOARD BARGAINING

15 OCT 1991

91-92 SETTLEMENT STATISTICS ELEMENTARY - TERM/% INCREASE/COLA

BOARD	TERM OF AGREEMENT	SPLIT GRID EFFECTIVE DATE	A4 MAX END RATE % INCR.	A4 MAX ANNUALIZED % INCR.	COLA IF YES CPI USED	NOTES
ATIKOKAN						
BRANT COUNTY	1990-92		5.25		NATIONAL	SEE NOTE
BRUCE COUNTY	1991-92	2/92	6.75	6.25	NO	
CARLETON						
CENTRAL ALGOMA	1990-92		6.00		NO	
CHAPLEAU	1991-93		7.00		NO	
COCHRANE-IROQUOIS	1990-92		6.30		NATIONAL	JUN 30/90
DRYDEN						
DUFFERIN COUNTY	1990-92		5.40		NO	SEE NOTE
DURHAM	1991-92		6.80		NATIONAL	SEE NOTE
EAST PARRY SOUND	1990-92		7.30		NATIONAL	APR 91-90
EAST YORK						
ELGIN COUNTY	1991-92		5.60		NO	
ESPANOLA						
ESSEX COUNTY	1991-92		7.70		AVG. NAT & ONT	SEE NOTE
ETOBICOKE						
FORT FRANCES-RAINY RIVER						
FRONTENAC COUNTY	1990-92		7.20		NATIONAL + 1.0	MAY 91-90
GERALDTON	1990-92		6.50		THUNDER BAY	JUN 91-90
GREY COUNTY	1990-92		5.84		NATIONAL	TRIG 5 CAP 7 - JUL 91-90
HALDIMAND						
HALIBURTON COUNTY	1991-93	2/92	7.61	6.50	NO	
HALTON	1990-92		5.50		ONTARIO	SEE NOTE
HAMILTON						
HASTINGS COUNTY	1991-92		5.75		NO	
HEARST	1990-92		6.80		NO	
HORNEPAYNE						
HURON COUNTY	1990-92		5.00		NATIONAL	TRIG 5 CAP 7 - APR 92-91
KAPUSKASING	1990-92		6.30		NATIONAL	MIN 5 MAX 7 - JUN 91-90
KENORA	1990-92		6.40		ONTARIO + 1.0	CAP 8 - JUN 91-90
KENT COUNTY	1991-93	2/92	6.58	5.70	NO	
KIRKLAND LAKE	1990-92		6.00		NO	
LAKE SUPERIOR	1990-92		6.90		NO	
LAKEHEAD	1991-93		5.50		NO	
LAMBTON COUNTY	1990-92	6/92	6.42	6.03	ONTARIO	TRIG 6.3 CAP 7.8 - APR 92-91
LANARK COUNTY	1990-92		5.80		NO	
LEEDS & GRENVILLE CTY	1991-93		5.65		NO	SEE NOTE
LENNOX & ADDINGTON CTY						
LINCOLN COUNTY						
LONDON						
MANITOULIN						
METRO TORONTO FRENCH						
MICHIPICOTEN						
MIDDLESEX COUNTY	1990-92		5.00		NATIONAL	TRIG 5 CAP 7 - APR 92-91
MUSKOKA	1990-92	2/92	5.83	4.38	NO	

91-92 SETTLEMENT STATISTICS ELEMENTARY - TERM/% INCREASE/COLA

BOARD	TERM OF AGREEMENT	SPLIT GRID EFFECTIVE DATE	A4 MAX END RATE % INCR.	A4 MAX ANNUALIZED % INCR.	COLA IF YES CPI USED	NOTES
NIAGARA SOUTH						
NIPIGON-RED ROCK	1990-92		5.50		NO	
NIPISSING	1991-92		7.70		NO	
NORFOLK						
NORTH SHORE	1990-92		6.70		NATIONAL + .4%	JUN 91-90
NORTH YORK						
NORTHUMBERLAND & NEW						
OTTAWA						
OTTAWA-CARLETON FRENCH	1989-92				NO	SEE NOTE
OXFORD COUNTY	1991-92		5.60		NATIONAL	TRIG 5.6 CAP 7 - APR 92-91
PEEL						
PERTH COUNTY						
PETERBOROUGH COUNTY	1991-93	4/92	8.31	5.95	NO	
PRESCOTT & RUSSELL CTY	1990-92		6.30		NATIONAL	SEE NOTE
PRINCE EDWARD COUNTY	1990-92	2/92	6.35	4.75	NO	
RED LAKE						
RENFREW COUNTY						
SAULT STE. MARIE						
SCARBOROUGH						
SIMCOE COUNTY						
STOR/DUN/GLEN COUNTY	1990-92		6.75		NATIONAL + 1%	TRIG 4.5 CAP 6.75 - JUN 91-90
SUDBURY	1990-92		6.20		NO	
TIMISKAMING	1991-92	2/92	8.50	8.25	NO	
TIMMINS						
TORONTO						
VICTORIA COUNTY	1991-92		4.90		NO	
WATERLOO COUNTY	1991-92		5.60		NO	
WELLINGTON COUNTY	1990-92	2/92	5.50	4.22	NO	
WENTWORTH COUNTY	1990-92		5.10		ONTARIO	TRIG 5 CAP 7 - JUL 91-90
WEST PARRY SOUND	1991-92	2/92	9.07	7.17	NO	
WINDSOR	1991-93		5.50		NO	
YORK CITY						
YORK REGION						
LOWEST			4.90	4.22		
HIGHEST			9.07	8.25		
AVERAGE			6.32	5.92		

A P P E N D I X B

TEACHER/BOARD BARGAINING

15 OCT 1991

91-92 SETTLEMENT STATISTICS — SECONDARY - TERM/% INCREASE/COLA

BOARD	TERM OF AGREEMENT	SPLIT GRID EFFECTIVE DATE	GROUP 4 END RATE % INCR.	GROUP 4 ANNUALIZED % INCR.	COLA IF YES CPI USED	NOTES
ATIKOKAN	1991-93	3/92	5.50	4.60	NO	
BRANT COUNTY	1990-92		5.25		NATIONAL	SEE NOTE
BRUCE COUNTY	1991-92		6.90		NO	
CARLETON						
CENTRAL ALGOMA	1991-93		5.50		NO	
CHAPLEAU	1990-92		5.50		NO	
COCHRANE-IROQUOIS	1991-93		6.80		NO	
DRYDEN	1991-92		5.50		NO	
DUFFERIN COUNTY	1990-92		5.40		NO	
DURHAM	1990-92		6.80		NATIONAL + .5%	MIN 5 MAX 7-JUN 91-90
EAST PARRY SOUND	1989-92		7.30		NATIONAL + 1%	APR 91-90
EAST YORK						
ELGIN COUNTY						
ESPANOLA	1990-92		5.50		NATIONAL	TRIG 5.5 CAP 7-DEC 91-JUN 90
ESSEX COUNTY	1990-92		5.70		AVG.NAT.&ONT	TRIG 5.5 CAP 7.5-MAR 91-90
ETOBICOKE						
FORT FRANCES-RAINY RIVER						
FRONTENAC COUNTY	1990-92		7.20		NATIONAL + 1%	MAY 91-90
GERALDTON	1990-92		6.50		THUNDER BAY	JUN 91-90
GREY COUNTY	TENTATIVE					
HALDIMAND	1990-92		6.60		NAT/ONT + .75%	JUN 91-90
HALIBURTON COUNTY	1991-93	2/92	7.61	6.50	NO	
HALTON	1990-92		5.50		ONTARIO	SEE NOTE
HAMILTON						
HASTINGS COUNTY	1991-92	2/92	6.17	5.50	NO	
HEARST						
HORNEPAYNE						
HURON COUNTY	1991-92		5.50		NATIONAL	SEE NOTE
KAPUSKASING	1990-92		6.30		NATIONAL	MIN 5 MAX 7-JUN 91-90
KENORA	1990-92		6.40		ONTARIO + 1%	CAP 8-JUN 92-91
KENT COUNTY						
KIRKLAND LAKE	1990-92		6.00		NO	
LAKE SUPERIOR	1990-92		6.90		NO	
LAKEHEAD	1991-93		5.50		THUNDER BAY	SEE NOTE
LAMBTON COUNTY	1990-92	6/92	6.30	6.06	ONTARIO	TRIG 6.3 CAP 7.8-APR 92-91
LANARK COUNTY	1990-92		5.80		NO	
LEEDS & GRENVILLE CTY						
LENNOX & ADDINGTON CTY						
LINCOLN COUNTY						
LONDON	1990-92		5.50		ONTARIO	TRIG 5.5 CAP 7-APR 92-91
MANITOULIN	1990-92		5.50		ONTARIO	TRIG 5.5 CAP 7-APR 92-91
METRO TORONTO FRENCH						
NICHIPICOTEN	1991-93		5.50		NO	
MIDDLESEX COUNTY	1990-92		5.00		NATIONAL	TRIG 5 CAP 7-APR 92-91
MUSKOKA	1990-92	2/92	5.83	4.38	NO	

91-92 SETTLEMENT STATISTICS — SECONDARY - TERM/% INCREASE/COLA

BOARD	TERM OF AGREEMENT	SPLIT GRID EFFECTIVE DATE	GROUP 4 END RATE % INCR.	GROUP 4 ANNUALIZED % INCR.	COLA IF YES CPI USED	NOTES
NIAGARA SOUTH						
NIPIGON-RED ROCK						
NIPISSING	1990-92		6.30		NATIONAL	APR 91-90
NORFOLK						
NORTH SHORE	1990-92				NATIONAL + .5% MIN 5-JUN 92-91	
NORTH YORK						
NORTHUMBERLAND & NEW						
OTTAWA						
OTTAWA-CARLETON FRENCH	1989-92	1/92			NO	SEE NOTE
OXFORD COUNTY	1990-92		5.60		NATIONAL	TRIG 5 CAP 7-APR 92-91
PEEL	1991-93	1/92	5.88	4.68	NO	SEE NOTE
PERTH COUNTY						
PETERBOROUGH COUNTY	1990-92		5.30		ONTARIO	TRIG 5.12 CAP 6.2-MAY 91-90
PRESCOTT & RUSSELL CTY	1990-92		7.30		NATIONAL + 1%	JUN 91-90
PRINCE EDWARD COUNTY	1990-92		6.25		NO	
RED LAKE						
RENFREW COUNTY						
SAULT STE. MARIE						
SCARBOROUGH						
SIMCOE COUNTY						
STOR/DUN/GLEN COUNTY	1990-92		6.75		NATIONAL + 1%	TRIG 4.5 CAP 6.75-JUN 91-90
SUDBURY	1991-93		6.80		NO	
TIMISKAMING						
TIMMINS	1990-92		6.80		NATIONAL + .5%	JUN 91-90
TORONTO						
VICTORIA COUNTY						
WATERLOO COUNTY	1991-92		5.60		NO	
WELLINGTON COUNTY	1990-92	2/92	5.50	4.22	NO	
WENTWORTH COUNTY	1990-92		5.50		ONTARIO	SEE NOTE
WEST PARRY SOUND	1991-92	2/92	8.36	7.78	NO	
WINDSOR	1991-93		5.50		NO	
YORK CITY						
YORK REGION	1991-93	2/92	6.05	5.50	NO	
LOWEST			5.00	4.22		
HIGHEST			8.36	7.78		
AVERAGE			6.10	5.47		